

LOWER COOK INLET ANNUAL
FINFISH/GROUNDFISH STAFF MEETING, 1992



by

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1992 LOWER COOK INLET ANNUAL FINFISH/GROUNDFISH STAFF MEETING

INTRODUCTION

The Alaska Department of Fish and Game (ADF&G), Division of Commercial Fisheries, Central Region (II), held a two day staff meeting to discuss finfish and groundfish management and research issues facing the Lower Cook Inlet (LCI) management area. The meeting was held in the Anchorage regional ADF&G office on Monday and Tuesday, March 2 and 3, 1992. Participants in attendance are listed in Table 1.

The purpose of this report is to highlight and summarize the results of the meeting for future reference by management and research staff. Since the meeting involved staff with extensive experience in LCI, detailed discussions of routine programs were not conducted. Therefore, the reader is advised that reference to annual management and specific research reports may provide additional rationale and background for decisions made at the meeting.

The agenda for the meeting, found in Appendix A.1, was intended to provide only a rough outline of topics for discussion. The chronological order of the dialogue at the meeting did not necessarily conform to either this published agenda or to that of the meeting notes as reported, but rather the topics were grouped together and presented here in the most logical and easily understood manner. Items requiring action by the staff are listed initially for quick reference. Any omissions in this report are purely inadvertent.

ACTION ITEMS

1. LCI pre-audits were sent to Juneau for final review. The new computer for Asst. Area Biologist was still included in the budget. Juneau should reveal the final outcome within 1-2 weeks from now, if they don't Dennis Haanpaa is to submit the PR for the new computer.

2. LCI management staff is to approach Cook Inlet Seiners Association (CISA) regarding volunteer effort in a cooperative tagging program on the stock of fish, believed to be pink salmon potentially of Kenai River origin, that has appeared off Flat Island in recent years during late July(?). If CISA is agreeable, Henry Yuen is to coordinate tagging efforts with CISA and sampling

efforts with Ken Tarbox (Comm. Fish., Soldotna) to obtain length and weight information from pink salmon caught in Kenai River fishwheels.

3. Dennis Haanpaa is to contact Bob Clasby to see if 1st aid training is necessary for the crew members of the Chenik Lake smolt/weir camp, then he will issue a memo explaining the outcome and the requirements.

4. Lee Hammarstrom is to arrange and organize with Paul Desjardin a marker maintenance trip to the Outer and Eastern Districts during the first two weeks of May.

5. LCI management staff is to formally identify the Chenik Lake weir project in the budget as a part of an already existing project, such as the Ground Survey program.

6. James Brady is to check with Laird Jones (Div. of Boards, Juneau) on the status of the regulations governing the LCI fall salmon gillnet fishery (subsistence or personal use?) and determine if a proposal is necessary to continue allowing this fishery by regulation. On a similar matter, Lee Hammarstrom is to contact Larry Smith of Homer to discuss with him the potential for his organization, the Kachemak Bay Subsistence Coalition, submitting a proposal to reestablish the regulations for this traditional fishery.

7. Wes Bucher is to contact Tom Mears of Cook Inlet Aquaculture Association (CIAA) in order to determine (i.e. negotiate) what evaluation of the adult sockeye salmon returns to Paint River will be conducted by CIAA. ADF&G will offer to summarize data if CIAA is willing to obtain AWL samples from their cost recovery harvests.

8. LCI management and research staffs are to assume that the pending escapement goal policy will become effective at some point in the future and therefore plan any reevaluation of LCI escapement goals through the public Board of Fisheries process.

9. Wes Bucher is to stay in close contact with the Kodiak staff concerning the most current status of that region's herring food and bait fishery and any management decisions they are considering that might affect it.

10. James Brady is to contact Pete Probasco (Comm. Fish., Kodiak) to determine if any written results and/or summarization from herring hydroacoustic work conducted by the Kodiak research vessel during 1990 and 1991 is available and, if not, when it will be available for Central Region review.

11. Henry Yuen is to compose a POP for the herring artificial substrate sampling program.

12. Wes Bucher is to coordinate with FRED Division in Homer regarding the potential use of a helicopter during installation of the Chenik Lake smolt camp to transport 6 barrels of AvGas to McNeil River for the Division of Wildlife Conservation. If timing coincides, the R/V PANDALUS could transport the fuel to Kamishak during the herring fishery.

13. All employees are reminded that updated PDQ's are required ASAP, on the new PDQ forms. Most of the Homer Comm. Fish. personnel have recently updated their PDQ's and are in good shape, all others are requested to submit updated versions. Wayne Prigge will route a memo identifying those PCN's which need to have their PDQ's updated.

14. Linda Brannian is to work with Fred Jamsen (Comm. Fish., Anchorage) regarding a plotting program used by PWS for compilation of inseason salmon escapement information and its potential applicability to LCI.

15. Henry Yuen is to redraft and formalize a memo outlining the LCI "5-Year Plan" which was initiated some time ago but never published.

16. Charlie Trowbridge is to encourage shrimp trawlers in PWS to voluntarily report incidental bycatches of rockfish via logbooks.

17. Bill Bechtol is to contact and work with Kreiger (NMFS) in an attempt to obtain state groundfish management control over federal waters in Cook Inlet, particularly those waters of Kamishak Bay.

18. Bill Bechtol is to discuss and possibly develop a proposal with Al Kimker which would allow participants in Cook Inlet Tanner crab pot fisheries to begin fishing for groundfish with pots sooner than the present 14-day restriction once they relinquish their Tanner crab registration.

MEETING NOTES

Pre-audits and Budgets

James Brady led a discussion on the LCI pre-audits, stating that all were reviewed, basically left intact, and forwarded to Juneau. Money for the LCI Assistant Area Biologist's computer was still included in the request, and Juneau should reveal the outcome of the pre-audits within one to two weeks. Dennis Haanpaa would submit the computer PR at the end of two weeks if there was no word from Juneau. The five percent COLA was already accounted for in the pre-audits. Dennis Haanpaa stated that things for the current fiscal year (FY92) were stable thanks to oil spill monies, but FY93 was considerably more questionable. Wes Bucher pointed out that

his pre-audit could be adversely affected by the unpredictability and vagaries of flying time in the 1992 LCI herring fishery, for which he budgeted 60 hours.

Chuck Meacham gave an overview of future budgets from a Juneau/HQ perspective, stating that the probability of a \$200-\$300 million cut in the proposed FY93 state (all departments) budget was high. This translates to about a \$5 million cut from ADF&G, and the Commercial Fisheries portion of this could be \$2.5 million. Such a cut would enhance the chances of some form of department reorganization, most likely the combination of Habitat and OSIAR Divisions, and it also might help to widen the proposed window for the RIP bill. Reorganization of the three fisheries divisions into one unit, although mentioned as a potential, is probably a very long way from reality. Ken Florey expected the cuts to result in careful scrutinization of FB IV's and technical services (i.e. biometricians) statewide, and perhaps even seasonalization of some F&G offices. In any event, he promised to put a great deal of effort into protecting what he termed the "core group" of Commercial Fisheries employees within the Central Region. Chuck Meacham suggested that Sport Fish contribute more of their federal monies towards administrative costs than they traditionally have. He also talked of the "matrix theory", whereby biometrician positions would not exist within each division but rather would be pooled as one group and utilized by each division from this pool on an individual basis for specific projects and time blocks.

Chuck Meacham expressed great concern over the FY94 budget. Based on the declining price of oil and decreased production, it appears that FY94 will be the critical year in terms of budget cuts. He suggested that resulting budget reductions would be so significant as to cause major changes in government-provided services and the abolition of entire programs. He predicted shock waves that would be felt at every level of both the public and private sectors statewide.

Administrative Issues

Wayne Prigge discussed a multitude of administrative subjects:

- employment applications cannot ask a potential employee if they are disabled because this could be considered discrimination, however it is permissible to ask if they have a disability that might prevent them from performing a very specific activity that is outlined in the job description for which they are applying.
- a person who is injured and released back to work by a doctor is treated as a layoff and can then be put in a vacant position as described by PDQ's. Because of this, be sure to update all PDQ's ASAP to accurately reflect actual job requirements and duties, using the new PDQ forms. A memo will

be routed ID'ing those PCN's which need PDQ updating.

- Beckie Oliva will be drawing up a new electronic evaluation form; employee rebuttals must be attached to evaluations before they can be finalized; use certified mail if an employee is unable to review their evaluation immediately after it is written; supervisors are reminded to obtain a contact telephone number and address for seasonal employees who may leave the local area after they terminate for the season.

- the "clearinghouse" remains status quo; when a supervisor receives a clearinghouse register, do not send a letter to one of the people on the list notifying them of the job as this has already been done by the clearinghouse process.

- the pay raise should arrive in approximately July but the percentage is in question at this time.

- employee costs will go up in '93; terminal leave and leave cash-in will become separate accounts at that time.

- an employee may not cash-in more leave than the amount specified by the union contract; remember that leave cashed in is applied toward the "highest three years" of income for the purpose of figuring retirement; the Regional Biologist retains the authority to direct an employee to take a required amount of leave; Ken Florey stated his personal disdain for situations where an employee is "unable" to fulfill his leave requirements in a given year and suggested that, for chronic cases, the employee and his supervisor should set up a quarterly annual leave usage plan; FB III's might also consider investigating the potential of changing bargaining units to address this problem of leave accrual/usage.

- in lieu of overtime pay, seasonal employees have a right to claim compensatory time at a rate of time and one-half the overtime hours worked; supervisors must remain aware of this, especially when the employee is placed on SLWOP status and leave is cashed out; comp time accrued is considered as in-service time and can be applied towards vesting; employee must clearly indicate on time sheets that he/she is electing comp time in lieu of OT; foresight and planning must be exercised by a supervisor when an employee switches between projects in order to assign a breakdown of comp time to each project, be sure to give administrative people clear instructions in terms of such breakdowns ahead of time.

- a new Travel Authorization form is in the works but a controversial section to be signed by the traveler's supervisor has not yet been approved; Beckie Oliva may also put this form into electronic format in the future.

- all travel not approved in the pre-audits must be approved through the regional office.

- moving monies around and within line 100 is becoming more difficult and stronger justifications will be necessary in the future to accomplish this.

- supervisors are reminded that they are responsible for insuring that all time sheets are coded properly.

- lead time is imperative on any administrative actions (ex. putting an employee on-line from a different project); call or otherwise notify Wayne Prigge as far in advance as possible for best results.
- according to Larry Jones (Administration, Juneau), the Soldotna and Homer offices of F&G are currently being considered for networking, the cost of which will somehow be funded by non-F&G budget monies; this potential plan is in its infancy and very little additional information was available.

Salmon Management

Wes Bucher first led a discussion of the LCI 1992 salmon forecast (Appendix A.2). The forecasted harvest of 1.1 million pink salmon would exceed that of the last two years' annual harvests. The many questions surrounding the recent enhancement of the Bear Lake system for sockeye salmon, such as use of age 0 smolt, predicted run timing, survival, etc., makes the forecasting of the adult return questionable. Despite this, the predicted sockeye harvest, if achieved, would represent a new LCI record at over 450,000 fish. Chum returns have basically failed over the past couple of years despite adequate escapements into some of the major systems. The primary exception has been McNeil River, where extremely low escapements have been the rule the last two years. Staff is concerned that management problems may arise simply by trying to satisfy the bear viewers.

The management strategy in LCI has been increasingly influenced by PNP hatchery cost recovery efforts, especially at China Poot Bay in the Southern District and Chenik Lake in the Kamishak District, with ADF&G seemingly caught in the middle of managing these runs for cost recovery. The uncertainty surrounding the continued operation of the Tutka Hatchery raises the question of whether or not cost recovery will be necessary there during 1992.

James Brady asked about Icicle Seafoods outlook for 1992. Wes Bucher stated that they expect:

- to reduce tendering operations significantly.
- an increased amount of over-dock deliveries.
- an increased amount of RSW boats tendering for themselves.

He stated that it will be important to coordinate pre-season with Icicle in order to get catch samples from dockside deliveries and reporting. Overall the fish ticket reporting has been excellent during recent years.

Wes Bucher highlighted the Bear Lake/Resurrection Bay Management Plan (Appendix A.3), a document drawn up in conjunction with the Cook Inlet Seiners Association. The first adult sockeye returns, from a release of age 0 smolts, are expected in 1992, and both the seiners and staff desired a "game plan" going in to the season.

Ken Florey inquired about information regarding smolt outmigration from this system, and, after hearing that the Homer Comm. Fish. office had very little, suggested that Cook Inlet Aquaculture Association be queried about collecting and evaluating this information in the future. He also warned that incidental catch of rearing cohos (3-4 lbs.) during the seine fishery could cause problems. Henry Yuen stated that sampling of sockeyes from this fishery would probably occur dockside at the Icicle-Seward plant and that money to pay for it might have to come from the herring program.

After quality became the watchword during the 1991 salmon season, Wes Bucher stated that CISA had expressed a desire to implement management measures that would promote the quality of harvested fish, especially pinks, by allowing early fishing in areas where the fish would not become freshwater marked. In response, ADF&G and CISA jointly developed a management plan specifically for the Port Dick area in the Outer District (Appendix A.3) addressing these issues. A brief explanation of the basic plan resulted in a conclusion that, unless the returns to Port Dick were exceptionally strong, the efficiency of the fleet in the new areas farther away from the natal streams was questionable, therefore the fishery may actually proceed in a manner similar to recent years.

A discussion on the Flat Island "test fishery" was led by Wes Bucher and Ken Florey. CISA has volunteered their effort to help tag and identify the group of fish, thought to be pink salmon of Kenai River origin (an "unexploited" stock, according to CISA), appearing near that location in recent years. At first the discussion favored a conservative commercial fishery designed so as to protect local stocks, but Chuck Meacham suggested attempting to tag and identify the fish before allowing commercial harvest. Ken Florey then stated that staff should approach CISA about applying tags, with ADF&G responsible for tag recoveries, stream walking, etc., but clearly indicating to them that no fishing will occur on these stocks until we have a better understanding of their origins. CISA should also be aware that this program is of low budget/low priority and as such there are no guarantees of its occurrence or continuation. Ken Florey directed Henry Yuen to contact Ken Tarbox (CF, Soldotna) to arrange for some pink salmon lengths and weights to be taken from fish caught in Kenai (and possibly Kasilof) River fishwheels for comparative purposes. If the limited sampling reveals the theorized stocks, CISA then might consider taking the issue before the Board of Fisheries for consideration.

Hatcheries

Wes Bucher began the discussion on hatcheries by stating that a rather extensive rewrite of the hatchery Annual and Basic Management Plans has been occurring over the winter. James Brady explained that this has been necessitated by the uniqueness of the

hatchery situation on the Kenai Peninsula where there are many remote release projects originating from a centralized PNP egg facility. As it stands now, CIAA has only one PNP permit for their various projects in LCI, and therefore they have lumped all the projects, including those originating from the Crooked Creek Hatchery, under the umbrella of the Trail Lakes Management Plan. James Brady suggested that perhaps future planning by region (for example, LCI sockeye salmon) might improve the entire program by logically grouping species and areas.

James Brady asked if the hatchery cost recovery numbers were available from CIAA. Wes Bucher responded that basically none were yet available but did offer some idea of what could be expected by area. At Paint River, CIAA indicated that they wished to harvest all returning sockeye exceeding 5,000 fish, with this latter number apparently to be allowed as "escapement" to see if the fish will actually utilize the ladder and negotiate the river. At Chenik Lake, beginning on June 15, cost recovery harvests will be allowed to occur in the Chenik Special Harvest Area until the revenue goal is achieved, at which time the commercial fishery will be reopened. At China Poot Bay, the China Poot SHA will be opened to cost recovery harvests for two 12-hour fishing periods between June 25 and July 6. Both periods will occur on weekends during a time when the common property commercial fishery is closed. If, after these two periods, the revenue goal has not been achieved, the SHA will be opened to cost recovery harvest only until the goal is achieved, at which time the SHA will reopen to the common property fishery. At Tutka Bay, CIAA is expected to utilize all returning fish for broodstock, natural escapement, and cost recovery, leaving no fish for the common property fishery, but uncertainty about continued operation of the facility could alter this outlook.

Ken Florey raised the subject of the proposed Port Graham Hatchery and its PNP permit. James Brady stated that, to his knowledge, the Commissioner has never denied a PNP hatchery. Chuck Meacham mentioned that several letters opposing establishment of the hatchery had been received by HQ.

Regarding the Paint River, Ken Florey expressed concern about evaluation of the sockeye returns to that system. ADF&G will be responsible for monitoring the harvest of returning fish through fish ticket reporting, while escapement and spawning distribution will be monitored through aerial surveying. Ken Florey suggested that CIAA contribute to the data collection by potentially counting the escapement at the ladder and actually sampling for AWL's. ADF&G would then agree to summarize any such data they collect.

Field Projects

Wes Bucher summarized the Chenik Lake adult sockeye escapement weir project by stating its many benefits overwhelmingly justified its

operation in 1991. Among these included management actions that accounted for achieving (almost exactly) the desired escapement goal of 10,000 fish, low cost (2 man-months of Tech. II time), and timely localized weather reporting. Since the project has been covered out of program monies in the past, Ken Florey suggested that the project be identified as a part of an already existing project, preferably the escapement enumeration program, and beefing up the budget of this program. Wes Bucher stated that the project might need another Tech. PCN, Steve Freid and Linda Brannian suggested the use of a non-perm. for the position.

A proposed marker maintenance trip to the Outer and Eastern Districts, utilizing the R/V PANDALUS, was explained by Lee Hammarstrom. The vessel would transport a skiff, materials, and one person (probably Greg Demers) to various identified locations in those two districts to replace/repair regulatory markers. Dennis Haanpaa approved the use of the vessel, pending availability, sometime during the first two weeks of May.

Board Meeting and Proposals

Wes Bucher described the LCI fall salmon gillnet fishery and the uncertainty surrounding its occurrence in future years due to last year's court order and subsequent emergency regulation. Ken Florey stated that the "Florinski Amendment", adopted at the last Board meeting, should have taken care of any conflicts, but James Brady and Wes Bucher concurred that this amendment covered only Upper Cook Inlet. Ken Florey then questioned ADF&G's responsibility in submitting a proposal regarding this fishery, stating that a proposal from the public, specifically the Kachemak Bay subsistence coalition, would be more appropriate. For 1992, an emergency regulation similar to 1991's will probably be necessary, but Ken Florey assured the group that this should not be a problem. For documentation purposes, Wes Bucher mentioned that Al Kimker is concerned about the incidental catch and potentially unaccounted mortality of Dungeness crab during the gillnet fishery, and Ken Florey commented that this was a "non-problem".

Wes Bucher stated that staff proposals will be minimal. One will be a re-definition of the set net boundaries within Seldovia Bay. James Brady asked if staff had considered submitting a proposal to establish all LCI weekly fishing periods by EO rather than the published two 48-hour periods since we now rarely utilize the standard periods. He emphasized that if such a proposal was not submitted this year, it would not be considered by the Board again until 1995. Florey supported submission of such a proposal, using management of wild vs. enhanced stocks and an increased attempt to utilize pre-season management plans as justification. James Brady reminded the group that staff proposals were due at HQ by March 25. Ken Florey asked about any known public proposals. Wes Bucher stated that a local sport fishing group was submitting a proposal

delaying the regulatory opening date of the Halibut Cove setnet fishery from the current first Monday in June to the second or third Monday in June. Also, CISA is planning to submit a proposal making the retention of king salmon in the Halibut Cove Subdistrict illegal. An unconfirmed rumor reportedly states that UCI drifters may submit a proposal to allow drifting in Resurrection Bay.

Salmon Research

Henry Yuen discussed his strategy for sampling LCI salmon during 1992, stating that it would be similar to recent years. He will rely heavily on communication from Wes Bucher to know which areas are open to fishing and have priority, and also to relay pertinent cannery information regarding sampling. In terms of specific sampling by area, Henry Yuen hoped that Icicle will agree to set aside totes aboard tenders in Port Dick for sampling pinks, but Bill Bechtol cautioned that this has been a problem in past practice. At Paint River, Henry Yuen asked if it would be appropriate to sample the escapement, and Ken Florey recommended sampling the cost recovery harvests since these fish would presumably be taken at the ladder.

Henry Yuen reviewed the ongoing work on the LCI escapement database, basically making sure that the written records are keypunched correctly. This has been made difficult by the sometimes confusing documentation of the historical database. The eventual goal is to create both catch and escapement "profiles" for each river system in LCI, with rough profiles potentially ready for 1992 and continued refinement for 1993. The new management strategy, emphasizing earlier fishing times and harvests farther away from terminal streams, may reflect earlier peaks than the historical profiles. Wes Bucher emphasized the need for an accurate historical escapement database that would then allow staff to review total run timing curves as opposed to simply relying on catch timing curves, which are artificially influenced by fishing periods. Henry Yuen assessed that, with run profiles completed, staff should be able to implement a catch/harvest database to predict the probability of a given year's return being strong, weak, etc., compared to the forecast.

Wes Bucher introduced the subject of the statewide escapement goal policy and its current status. Ken Florey advised the staff to make changes in escapement goals using sound biological justification and good documentation, then inform the Board of the changes at the next available cycle. He then asked how the expected reevaluation of the LCI escapement goals would take place. Wes Bucher responded that he would expect staff to review historical catch/escapement data, perhaps also considering available spawning habitat. Henry Yuen felt it would be difficult to justify any changes in goals because well documented historical information for LCI doesn't always exist. Ken Florey recommended

against trying to change the escapement goals of the smaller streams where such changes would not be very dramatic or meaningful. Group consensus was that the escapement goal policy was not particularly applicable to LCI pinks but could probably be effectively applied, for example, to McNeil chums. In conclusion, Ken Florey advised the group to assume that the escapement goal policy will become effective and plan accordingly to reevaluate LCI escapement goals as necessary in front of the Board of Fisheries.

Reports

Wes Bucher stated that the 1990 LCI AMR was finally completed over the winter and that the 1991 AMR should be completed prior to the 1992 field season. Henry Yuen reported that his research reports are approximately one year behind schedule due to the oil spill and that many have parts of them finished. Linda Brannian specifically requested that she be included on the cc list of any future LCI reports.

Herring Management

Wes Bucher reviewed the 1992 LCI herring outlook (Appendix A.4), showing a projected harvest of 1,500 tons in the Kamishak District and little (if any) harvest from any of the other districts. Due to poor visibility in Kamishak during 1991, the 1992 forecast was derived primarily from the 1991 fishery. Age 4 herring are expected to be strong. Henry Yuen's data indicated that, overall, the Kamishak stocks are continuing to decline. Management strategy in the Kamishak District is expected to be similar to the last two years with the R/V PANDALUS on the grounds approximately April 17, test fishing will occur utilizing volunteer seine effort prior to any actual openings but calibration work is not anticipated. One major exception will be the absence of the state Beaver, instead using local air taxi (Cessna 185) to fly aerial surveys. Sixty hours of flying time have been budgeted for Kamishak, but daily ferry time to and from the grounds will come out of this total.

In the Southern District, any 1992 harvest will be based on aerial surveys of the actual return, with an upper guideline of 150 tons and ten 1-hour aerial surveys budgeted. No fishing occurred during 1991. The plan for the Outer/Eastern Districts is to allow "exploratory" fishing, and any harvests, sampling, and aerial surveying must be justified by initial harvests proving the presence of adult fish with sufficient quality. Based on recent years' productivity, little if any effort is expected to occur in either of these two Gulf coast districts.

Ken Florey inquired about the Kodiak food and bait fishery. Wes Bucher responded that, out of 210 tons harvested, 100 tons have been allocated as Kamishak stocks. Ken Florey directed Wes Bucher

to remain in close contact with the Kodiak CF staff in order to stay abreast of their management actions in the food and bait fishery.

Herring Research

Henry Yuen briefly outlined the LCI herring research planned for 1992, stating that no major changes were slated to occur. Run timing profiles should be available by the start of the field season, along with a new mortality schedule. A compilation of historical sightings of herring by area and date is currently in progress, to be used inseason to determine what percentage of the run has arrived on the grounds. If 1992 surveying conditions are similar to 1991 and preclude good aerial estimation, Henry Yuen will attempt to correlate all other available information to come up with biomass estimates and the ensuing year's forecast. Ken Florey suggested that, if we go 3 consecutive years without being able to effectively survey and see fish, perhaps we should consider cutting the harvest back (i.e. one-half) from the previous year's harvest.

Henry Yuen explained an informal study he has conducted on artificial herring spawning substrates and its practical use in the management of the fishery. The ensuing discussion questioned the mechanics and merits of the program. The majority of the group felt that, although the amount of data it provided was limited and the logistics of collecting the data difficult, the resulting information was better than none at all. Ken Florey remained unconvinced but directed Henry Yuen to draw up a POP for this project if the staff felt its continuation justifiable.

Henry Yuen expressed some concern over the fact that recent years' samples have come only from the early portion of the herring returns, when the fishery has occurred, while little or no sampling has occurred on the fish returning later, thus questioning the inseason ability to assess a given year's return or to accurately forecast subsequent years' returns. He theorized it possible that, rather than two distinct "runs", perhaps the Kamishak stocks were simply one run that return over a protracted time period. Ken Florey cautioned against second guessing what couldn't be seen or sampled, stating that conservative management was warranted. Since at present we are effectively basing both the forecast and 10 percent harvest strategy on the front end of the return, this would be a built-in form of conservative management since it does not include any harvest on the later fish. One other suggestion involved not straying from the pre-season published guideline even if more fish showed up than forecasted, but rather adding on any additional harvest amount to the next year's guideline.

Personnel available for LCI herring research inseason during 1992 will include Greg Demers aboard the R/V PANDALUS, with Henry Yuen,

Bill Bechtol, and Tom Sigurdsson to remain in Homer. Henry Yuen budgeted some monies to hire extra help in replacement of Bill Bechtol if he were to be sent to PWS during herring season, but at this time it appears that Bill will be available in Homer. Henry Yuen summarized by saying that, because of budgets, the LCI herring research program has basically been forced into a maintenance mode.

Ken Florey questioned the group on the herring hydroacoustic work performed by the Kodiak region during recent years. Wes Bucher stated that he knew of only one trip funded during 1991 (December) but didn't think any results were available yet. Four trips were completed during 1990, and tapes were produced but no written interpretation has been completed. Consensus was that a summary of the work could be extremely valuable.

Groundfish/Rockfish Management

Bill Bechtol began a review of groundfish stating that he was currently managing state waters within the federal Total Allowable Catch (TAC) limits for all species except sablefish. The Pacific cod fishery is intensifying at present, with considerably more product landed in 1992 compared to the same time period in 1991. Directed effort for Pacific cod should close by the end of March. The directed sablefish fishery will begin on May 15, and twice weekly reporting by processors will be required to facilitate timely harvest assessment. Paul Larson (CFHQ, Juneau) modified the "global EO", which automatically makes the state EO's issued for groundfish management actions mimic those issued by the feds in adjacent federal waters. Confusion exists over allowable bycatch, which currently stands at 20 percent of the total catch as long as the target fishery for that species is open in that area; however, if the target fishery is closed in that area, it remains unclear on whether to fall back on state or federal bycatch regulations. Charlie Trowbridge promised to encourage voluntary bycatch reporting in the PWS trawl shrimp fishery via logbooks.

Bill Bechtol expressed concern over the lingcod stocks in PWS due to increasing effort there. Little information exists for this species in Alaskan waters, but Sport Fish data indicates that the age structure of sampled catches remain stable but the fleet is being forced further away from home ports to find fish. He theorized that a successful lingcod spawning event occurs only once every five to seven years, with progeny from this spawning helping to support active fisheries. A closure on directed effort during the spawning/nesting period (i.e. December through March) has been considered. Al Kimker suggested using the High Impact Emerging Fisheries Policy as justification to slow down the lingcod and other developing rockfish fisheries until a conservative management plan can be drawn up and implemented. James Brady responded that such would probably be suitable for lingcod, but most rockfish species are actually taken as "bycatch" amounts in other directed

fisheries and therefore it is more difficult to control harvests without significantly impacting the directed fishery. Ultimately conservation of rockfish stocks might only be accomplished by effectively closing down other directed fisheries in which bycatch of rockfish is significant. Linda Brannian felt that by designing rockfish seasons to overlap each other as much as possible, thus allowing legal retention of rockfish as bycatch, shorter overall seasons may result.

Bill Bechtol commended both Charlie Trowbridge and Wayne Donaldson for their efforts helping out with groundfish issues in the Cordova office. Ellen Simpson apparently also chips in. Al Kimker pointed out that, because groundfish regulations and issues are confusing to begin with and change rapidly, having more people involved may actually hinder the transfer of information between staff and public or Cordova and Homer, sometimes resulting in increased overall confusion.

Bill Bechtol briefly discussed a proposed sand fish fishery, stating that Oriental demand and short supply had caused prices to skyrocket. But questions surrounding extent of the resource and effective gear type will probably relegate this fishery to the "never happen" category.

James Brady gave an update on the status of waiving Central Region groundfish registration requirements. After the Board adopted language stating that the Commissioner may waive the groundfish registration requirements for a given fishery and area, staff submitted the request to waive these requirements in the Central Region. Paul Larson now has this request on his desk and feels the Commissioner will sign it, but it is unclear when he will do so.

Groundfish/Rockfish Research

Bill Bechtol stated that port sampling in 1992 will be similar to last year (i.e. opportunistic) and will be based on determination of the correct level of sampling for each species and area. Sampling is expected to occur in Homer, Cordova, Seward, Whittier, and Anchorage. Wes Bucher praised Bill Bechtol for his ability to obtain catch sampling data, often on extremely short notice.

Bill Bechtol related that good rockfish samples, primarily rougheye, were obtained from trawl surveys conducted by the R/V PANDALUS in PWS last year and that these samples are currently being processed in Homer. Preliminary ageing of PWS rougheye samples has indicated juveniles. He stated that rockfish species as a rule tend to be highly localized and generally don't move much or interact with adjacent populations, even when in fairly close geographic proximity.

Bill Bechtol recently completed an observer trip aboard a vessel fishing sunken gillnet gear and targeting on Pacific cod out of Chignik. Bill reported that, other than the target species, bycatch included halibut (5% - mostly small and most in good shape) and a trace of flounder. Purported reasons for the poor catches of the target species were short soaks and a new fishing area.

Al Kimker mentioned the possibility of a trawl survey for rockfish population estimation now that we have the trawl gear and capabilities. Bill Bechtol stated the potential for the use of some grant monies to utilize a submersible to generate population estimates. Al Kimker expressed concern that avoidance and/or attraction responses by rockfish to a submersible, a common occurrence with crustaceans, might tend to give misleading results. Bill Bechtol expressed a desire to actively participate in the next round of PWS trawl surveys in order to more efficiently complete the documentation and preparation of samples prior to freezing aboard the R/V PANDALUS.

Groundfish Board and Council Issues

Regarding the controversial issue of sunken gillnets for bottomfish, James Brady stated that the Board has three potential options:

- 1) eliminate them as a legal gear type;
- 2) leave them status quo (by permit only);
- 3) put the present permit specifications into regulation.

Bill Bechtol will present the Board with all information collected from the observer trips aboard sunken gillnet vessels as well as any data from other areas. Ken Florey's opinion was that the Board is unlikely to eliminate this gear type.

On other issues, Bill Bechtol stated that the Board has moved towards a better definition of groundfish pots. "Housekeeping" changes are required to clear up a problem with the description of waters closed to trawling in Cook Inlet (wrong regulation number).

Bill Bechtol explained that much of Kamishak Bay contained federally controlled waters and as a result federal conformance to our desired management actions in these waters was extremely slow. Generally the options available to rectify this situation are to:

- continue to seek identical actions from NMFS;
- attempt to obtain state management authority over the waters presently controlled by the feds.

Consensus of the group was that the latter option was best for the long term. Both options require action by the North Pacific

Fisheries Management Council. The only fishery impacted by these actions at the present time would be Pacific cod.

Groundfish/Shellfish Interactions

Al Kimker related to the group that Westward region got a change in the agenda at the last shellfish Board meeting which allowed them to rescind the requirement that vessels fishing for crab wait two weeks after relinquishing their crab registrations before being permitted to begin fishing for bottomfish with pot gear. However, and unbeknownst to other shellfish staff, the change only affected the Westward region, leaving the rest of the state with the old and unnecessarily restrictive regulation. Bill Bechtol and Al Kimker resolved to jointly develop a proposal to address this issue and change the waiting period to perhaps 4 or 5 days only.

Mariculture

Gay Muhlberg (Habitat Division, Anchorage) led a discussion on mariculture permitting in Kachemak Bay. Three applicants for Peterson Bay are about to receive denials for F&G permits. These applications were found "consistent" with the provisions of the Alaska Coastal Management Program (ACMP) by the Division of Governmental Coordination despite objections from ADF&G based on potential conflicts with the existing commercial seine fishery. Although F&G could have appealed DGC's findings, Habitat Division staff felt it more appropriate to deny the F&G Special Area Permits since we could cite our own statutes and regulations. Habitat staff fully expects the applicants to appeal the F&G denials, which could result in significant costs to ADF&G for legal defense.

Wes Bucher stated his concern that the recent approval of a floating private dock in Peterson Bay might jeopardize F&G's position in the mariculture denial appeals. Habitat staff felt that important differences between the two, such as the commercial nature and larger size of the mariculture operations, would not weaken F&G's justification for the denials.

A lengthy discussion ensued. Nearly everyone commented negatively about the seemingly flawed application process and the bureaucratic gauntlet of agencies that had to be run, resulting in an inordinate amount of confusion, misinformation, misunderstanding, and often hard feelings on the parts of not only the applicants but also the public officials. Nearly everyone agreed that a moratorium on any new permits would be appropriate until this issue could be addressed in the Kachemak Bay/Fox River Critical Habitat Area Management Plan (currently in development, see Appendix A.5), but it was noted that the open application period for 1992 was already underway.

Sexual Harassment

James Brady gave a review of a department-wide meeting sponsored by the Commissioner's office that he and Linda Brannian attended regarding sexual harassment. Supervisors should be aware that they can be held responsible for sexual harassment caused by their subordinates, and it is imperative to respond to sexual harassment concerns with immediate action, appropriate responses, and a high legal profile (see Administrative Order No. 81, Appendix A.6). Display of seemingly innocuous items such as "girlie" calendars or magazines in offices or even in remote field camps are actually illegal and should not be allowed. Bob King (EEO, Juneau?) is a key contact person to help in dealing with initial complaints and prevention.

Miscellaneous

Wes Bucher reminded the group that a divisional date for completing inventory was necessary, and his suggestion was to establish a date sometime near the end of the field season so that equipment could be checked off as it was being put away for storage.

Chuck Meacham presented pins and letters from the Commissioner and the Governor to Charlie Trowbridge (5 years), Lee Hammarstrom (10 years), and Al Kimker (15 years).

Chuck Meacham announced that John Gissburg, an attorney, will be assigned to and located at the Commissioner's office.

The annual Fish & Game Invitational Golf Tournament will be held on Friday, August 21, 1992, at the Palmer course.

Table 1. List of participants at the 1992 Lower Cook Inlet finfish and groundfish staff meeting held in Anchorage on March 2 and 3.

DIVISION OF COMMERCIAL FISHERIES

Anchorage:

Ken Florey
James Brady
Dennis Haanpaa
Steve Fried
Linda Brannian
Henry Yuen
Wayne Prigge
Ivan Vining

Juneau:
Chuck Meacham

Homer:

Wes Bucher
Lee Hammarstrom
Bill Bechtol
Al Kimker
Rich Gustafson

Cordova:

Charlie Trowbridge
Jay Johnson

DIVISION OF HABITAT

Anchorage:

Lance Trasky

Debbie Clausen

Gay Muhlberg

Appendix A.1. Agenda items for the 1992 Lower Cook Inlet Finfish/Groundfish staff meeting, held in Anchorage on March 2 and 3, 1992.

1992 LOWER COOK INLET STAFF MEETING

Monday, March 2, 0930 hours

I. Salmon

A. Management

1. 1992 Season overview (brief) - Bucher
2. Staff/CISA Task Force and Management Plans - Hammarstrom
 - a. Resurrection Bay
 - b. Port Dick
 - c. Flat Island "Test Fishery"
3. Hatcheries - Bucher
 - a. AMP's/BMP's
 - b. Cost recovery
 - (1) Chenik Lake
 - (2) China Poot
 - (3) Paint River
 - (4) Tutka Hatchery
4. Field projects - Hammarstrom
 - a. Chenik weir
 - b. Marker maintenance
5. Board meeting/staff proposals
6. Update on Kachemak Bay/Fox River Critical Habitat Area planning - Bucher/Habitat Division
7. Mariculture applications/permits in Peterson Bay - Habitat Division
8. Southern District Subsistence/Personal Use salmon - Hammarstrom

B. Research

1. Sampling activities for 1992 field season - Yuen/Bechtol
 - a. Resurrection Bay sockeye
 - b. Port Dick pinks

Appendix A.1. (continued)
Page 2 of 3.

- c. Paint River?
- d. Other

C. LCI escapement database - Yuen

II. Herring

- A. 1992 Outlook/Management Strategy - Bucher
 - 1. Kamishak
 - 2. Southern
 - 3. Outer/Eastern
- B. Test fishing
- C. Aerial surveying
- D. Research/Sampling - Yuen
- E. Needs
- F. New projects? - Yuen
- G. Inseason reporting
- H. Personnel/logistics - Yuen/Bechtol

Tuesday, March 3, 0830 hours

III. Groundfish - Bechtol

- A. General overview
 - 1. State
 - 2. Federal
- B. New projects
 - 1. Port sampling
 - 2. Pot study
- C. Waiver of Central Region area registration requirement
- D. Groundfish pot and shellfish interactions
- E. Other

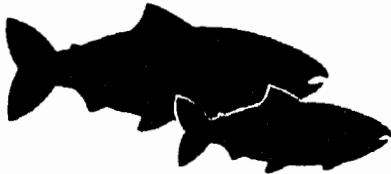
- IV. Vessels Interaction with Finfish
 - A. Marker maintenance trip to Outer/Eastern Districts
 - B. Herring
 - C. Groundfish?
- V. All other topics not covered anywhere else
 - A. Division equipment inventory
 - B. Computer network
 - C. Sexual harassment

LUNCH BREAK 1200 HOURS - 1300 HOURS

- VI. Administrative/Budgets
 - A. Headquarters staff
 - B. Potential division/staff reorganization
 - C. Pre-audits - Brady
 - D. Research and biometric staff - Fried/Brannion
 - E. Regional Administrative Assistant
 - 1. Hiring of seasonals
- VII. Desired ending time for finfish staff: 1615 hours, in time to catch 1700 hours flight.

ALASKA DEPARTMENT OF FISH AND GAME COMMERCIAL FISHERIES

NEWS RELEASE



*Carl L. Rosier
Commissioner*

*Denby Lloyd, Director
Division of Commercial Fisheries
Juneau*



Contact:

Wes Bucher, Lee Hammarstrom
Finfish Management Biologists
Div. of Commercial Fisheries
Telephone 235-8191

Salmon Announcement No. 01
Issued at Homer, Alaska
Monday, March 9, 1992

1992 LOWER COOK INLET COMMERCIAL SALMON FISHERY OUTLOOK AND MANAGEMENT STRATEGY

In anticipation of the upcoming commercial salmon season, the Department of Fish and Game has completed its annual salmon forecast for the Lower Cook Inlet management area. This news release is intended to provide basic information for fishermen and processors as they prepare for the 1992 season. Management strategies in Lower Cook Inlet are designed to insure continued health of the resource through adequate spawning escapements while providing for an orderly harvest of identifiable surpluses.

During the 1991 season, the question of product quality became a statewide issue in the salmon industry. At the end of the season, members of Cook Inlet Seiners Association (CISA) appealed to the management staff in Homer to help them pursue their goal of increased product quality through management modifications. As a result, a joint task force, comprised of members of both ADF&G and CISA, met during the winter of 1991/92 and formulated specific management strategies addressing quality concerns in two specific areas of Lower Cook Inlet, Resurrection Bay in the Eastern District and Port Dick in the Outer District. Basically these strategies allow commercial fishing to begin earlier than the traditional starting dates in both areas and farther away from the freshwater streams to which fish are returning. Highlights of the plans can be found under the *GENERAL INFORMATION* section of this news release.

Appendix A.2. (continued)
Page 2 of 7.

The overall 1992 Lower Cook Inlet commercial salmon harvest, in total numbers of fish, is expected to be approximately 50% greater than the 1991 harvest, with a significant improvement in the projected sockeye salmon harvest. The majority of both sockeye (77%) and pink salmon (61%) production is expected to result from enhancement efforts. The following table summarizes the projected harvest by species:

	<u>Natural</u>	<u>Enhanced</u>	<u>Total</u>
CHINOOK		8,400*	8,400
SOCKEYE	109,000	374,000	483,000
COHO		17,200*	17,200
PINK	446,000	685,000	1,131,000
CHUM	143,000	0	143,000
Total	698,000	1,087,600	1,782,600

* Returns from enhancement projects intended for recreational fisheries.

The preceding numbers include the following breakdown of natural and enhanced run components:

ENHANCED RUNS

SOCKEYE SALMON

Chenik Lake	125,000
Kirschner Lake	40,000
Port Dick Lake	9,000
Leisure Lake	100,000
Hazel Lake	50,000
Paint River Lakes	30,000
Bear Lake	20,000
TOTAL	<u>374,000</u>

PINK SALMON

Tutka Lagoon Hatchery	520,000
Halibut Cove Lagoon	165,000
TOTAL	<u>685,000</u>

CHUM SALMON

Tutka Lagoon Hatchery	55,000
(No harvest assumed)	

NATURAL RUNS

SOCKEYE SALMON^a

Southern District ^b	40,000
Outer District	29,000
Eastern District	16,000
Kamishak District	24,000
TOTAL	<u>109,000</u>

PINK SALMON

Southern District	64,000
Outer District	335,000
Eastern District	0
Kamishak District	47,000
TOTAL	<u>446,000</u>

^a Numbers are not forecasts but represent 1980-91 average harvests.

^b Incidental harvest of fish not originating from the Southern District.

SUMMARY BY SPECIES

Sockeye Salmon

The forecasted 1992 Lower Cook Inlet sockeye salmon harvest of 483,000 fish exceeds the actual 1991 sockeye harvest of 318,000 fish by over 50 percent. The combined harvest of adult returns to enhancement projects at Chenik Lake on the west side of Cook Inlet in the Kamishak Bay District and at Leisure/Hazel Lakes in the Southern District are expected to total up to 275,000 fish, or 57 percent of the projected sockeye harvest. Additional enhancement efforts in the Kamishak Bay, Outer, and Eastern Districts are expected to bring the total harvest of enhanced sockeye salmon to 374,000 fish or 77 percent of the entire sockeye projection. This quantity includes harvest of the first adult sockeye return to Bear Lake in Resurrection Bay of the Eastern District as a result of enhancement efforts begun in 1989. Several small systems in the Outer, Eastern, and Kamishak Bay Districts are expected to provide an additional 69,000 sockeyes for harvest from natural production.

Pink Salmon

Harvest of pink salmon in Lower Cook Inlet during 1992 is anticipated to exceed 1.1 million fish, with enhanced production from the Tutka Hatchery and a secondary release site at Halibut Cove Lagoon, both in the Southern District, expected to provide nearly two-thirds of the total. Natural spawning escapements into most major systems of the Outer District were considered good in 1990, contributing to a harvest projection of 453,000 naturally produced pinks throughout the entire Lower Cook Inlet management area.

Chum Salmon

The total Lower Cook Inlet commercial chum salmon harvest is estimated to be as high as 143,000 fish during 1992. No targeted harvest will occur on a forecasted return of 55,000 chums to the Tutka Hatchery, therefore the projected LCI harvest for 1992 should consist exclusively of natural production. Escapement levels to most major systems in 1987 and 1988, and primary runs dominated by age five fish, suggest the potential to meet the projected harvest in 1992, but actual harvests during the past two years have failed to achieve the preseason forecasts by significant amounts.

GENERAL INFORMATION

1) Waters of Resurrection Bay, north of a line drawn from Aialik Cape to a point approximately one mile due south of Aialik Cape, then to a point approximately one mile due south of Cape Resurrection, then to Cape Resurrection, will open to commercial salmon seining by emergency order beginning at 6:00 a.m. on Monday, May 11, on a schedule of two 40-hour fishing periods per week, from Monday 6:00 a.m. until Tuesday 10:00 p.m. and from Thursday 6:00 a.m. until Friday 10:00 p.m. Fishermen are advised that these fishing periods differ from the normal 48-hour weekly periods published in the Commercial Fishing Regulation Book. Beginning at 6:00 a.m. on Thursday, July 16, management emphasis will shift from Bear Lake sockeye salmon to indigenous stocks of pink and chum salmon. Therefore commercial salmon seining will be further restricted by emergency order in Resurrection Bay to those waters north of a line drawn from Calisto Head to the Coast Guard Light on the north shore of Hive Island, then to a Department marker on the eastern shore of Eldorado Narrows at approximately 149° 17' 54" W. longitude, 59° 53' 28" N. latitude, on the same weekly schedule of two 40-hour fishing periods as stated above. Inseason modifications to the fishing periods and/or areas open to fishing may be necessary due to the many variables associated with the first year adult sockeye salmon return to the recently enhanced Bear Lake system, which will be managed for an adult escapement of 8,000 fish.

2) The Kamishak Bay District will open to commercial salmon seining at 6:00 a.m. on Monday, June 1, 1992, by regulation. At that time, all areas with the exception of Paint River Subdistrict will be open on the regular schedule of two 48-hour fishing periods per week. In anticipation of adult sockeye salmon returning to the Paint River as a result of enhancement efforts, the Paint River Subdistrict will remain closed to commercial fishing by emergency order to provide this new project with maximum protection for spawning escapement and cost recovery efforts.

On approximately June 15, when the first Chenik Lake adult sockeye salmon are expected to arrive, the Chenik Subdistrict will be closed to commercial fishing by emergency order and the Chenik Special Harvest (SHA) will be opened to fishing for cost recovery by authorized agents of Cook Inlet Aquaculture Association (CIAA). The Chenik SHA will remain open to CIAA until their revenue goal is achieved, at which time the SHA will be closed to CIAA and the Chenik Subdistrict reopened to commercial fishing on a five day per week basis, from 6:00 a.m. Monday until 6:00 a.m. Saturday. Subsequent alterations to the weekly commercial fishing schedule

may be necessary in order to secure the natural escapement goal of 10,000 sockeyes for the Chenik Lake system.

3) The China Poot Bay, Tutka Bay, and Hazel Lake Subdistricts will open to commercial salmon seining by emergency order at 6:00 a.m. on Monday, June 25, 1992, on a five day per week basis. A separate Hazel Lake Subdistrict will once again be in effect to facilitate management options and catch reporting for sockeye returns to the Hazel Lake enhancement site. The China Poot Bay Subdistrict will also contain a Special Harvest Area for purposes of cost recovery and a closed area intended to provide a Dungeness crab sanctuary at the head of China Poot Bay. To facilitate CIAA sales harvest, the China Poot SHA will be open to fishing by authorized agents of CIAA for two 12-hour periods lasting from 6:00 p.m. Sunday, June 28, until 6:00 a.m. Monday, June 29, and from 6:00 p.m. Sunday, July 5, until 6:00 a.m. Monday, July 6. After each of these initial 12-hour sales harvest periods, the SHA will reopen to commercial fishing until the close of the normal weekly fishing period at 6:00 a.m. the following Saturday. If the sales goal has not been met by July 15, the China Poot SHA (only) will be closed to commercial fishing and open on a continual basis to CIAA for sales harvest. Those waters of the subdistrict outside the SHA will remain open to the common property fishery five days per week. Once the CIAA sales harvest goal is achieved, the SHA will be open concurrently with commercial fishing periods in the balance of the China Poot Subdistrict.

4) Provided aerial surveys indicate sufficient sockeye salmon run strengths, the Nuka Bay Subdistrict in the Outer District and the Aialik Bay Subdistrict in the Eastern District should open to commercial salmon seining by emergency order between approximately June 20 and 28. A commercial seine opening in Aialik Lagoon could be allowed early in the fishery if the return appears strong.

5) In anticipation of another weak sockeye salmon return to the English Bay Lakes system during 1992, the Port Graham and Koyuktolik (Dogfish) Bay Subdistricts will once again remain closed to commercial and subsistence fishing until that run is essentially over. Additionally, the English Bay River drainage will be closed to sport fishing on May 31. Enhancement activities will continue during 1992 in an effort to rehabilitate the depressed sockeye stock at English Bay.

6) In the Port Dick Subdistrict of the Outer District, those waters east of a line drawn from a Department marker on the south shore of Port Dick near Phillipino Cove at approximately 151° 06' 00" W. longitude, 59° 15' 20" N. latitude, to a Department marker on the southwest shore of Taylor Bay at approximately 151° 05' 00"

W. longitude, 59° 16' 12" N. latitude, will be open to commercial salmon seining by emergency order beginning July 13 on a schedule of two 40-hour fishing periods per week, from Monday 6:00 a.m. until Tuesday 10:00 p.m. and from Thursday 6:00 a.m. until Friday 10:00 p.m. Modifications to the areas open to seining and the weekly fishing periods could occur inseason according to run strength, efficiency of the fleet in the outer area, and the progression of natural escapement rates. Waters as defined in the Commercial Fishing Regulations 5 AAC 21.350. CLOSED WATERS (f) (3), (4) will be in effect in this subdistrict.

7) The Homer ADF&G office will again be utilizing specific radio frequencies during 1992. Marine VHF channel 7A will be used to issue emergency order announcements and informational updates concerning the Lower Cook Inlet area. In addition, the same information will be broadcast on SSB frequencies 2512 and 4125 kHz. Announcements are also relayed to radio stations KBBI and KGTL/KWVV. A 24-hour telephone recording in the Homer office will be updated periodically to reflect the most current information on the status of the fishery. This recording can be reached by dialing (907) 235-7307.

8) The Homer ADF&G staff wishes to once again emphasize the importance of fish ticket catch reporting, especially concerning the accuracy of reporting the location/area of the catch. Such reporting was significantly improved last season, and continued cooperation from fishermen and processors is essential to the effectiveness of management efforts in Lower Cook Inlet. The salmon management programs rely heavily on accurate and timely catch reporting in order to effect practical decisions, which ultimately benefit both the resource and the user groups. Fish ticket data is used by the staff to evaluate inseason run strength, attribute catches to various streams, evaluate enhancement projects, measure long-term production, establish and modify escapement goals, and generate forecasts.

Charts of the Lower Cook Inlet fishing district and subdistrict boundaries, complete with a statistical numbering scheme identifying distinct bays and specific fishing areas, are available at the Homer ADF&G office. Fishermen, dock foremen, and tendermen are requested to accurately record the sub-statistical area on the fish ticket at the time of delivery, showing where the catch actually occurred. Additionally, including the name of the nearest bay or headland on the fish ticket will significantly improve catch records. Please DO NOT merely record the location of the tender vessel where the catch was delivered. If the catch from a particular delivery is from more than one area, please include each sub-statistical area on the fish ticket and provide the estimated

Appendix A.2. (continued)
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amount of the catch from each area. If there are any questions concerning fish tickets and/or catch reporting, please do not hesitate to call the Homer ADF&G office at (907) 235-8191.

The ADF&G staff in Homer wishes to extend our gratitude to fishermen and processors for their past support and cooperation in the management of Lower Cook Inlet salmon fisheries, and we look forward to a successful season in 1992.

Appendix A.3. Lower Cook Inlet salmon management plans for Bear Lake/Resurrection Bay in the Eastern District and Port Dick in the Outer District.

LOWER COOK INLET SALMON MANAGEMENT PLANS

(1st Edition - February, 1992)

BEAR LAKE/RESURRECTION BAY SALMON MANAGEMENT PLAN

In anticipation of an enhanced sockeye salmon return to Bear Lake in Resurrection Bay beginning in 1992, the Alaska Department of Fish and Game (ADF&G) and the Cook Inlet Seiners Association (CISA) have jointly developed a management plan that will attempt to provide for adequate escapement while still allowing for an orderly commercial harvest of surplus fish during future years. The management plan must conform to the directives and intent of the Alaska Board of Fisheries as set forth in 5 AAC 21.375. **BEAR LAKE MANAGEMENT PLAN** and 5 AAC 21.376. **RESURRECTION BAY SALMON MANAGEMENT PLAN** of the Cook Inlet commercial finfish regulations (Appendix A and B). In summary, these plans direct ADF&G to manage Resurrection Bay chinook and coho salmon stocks for the benefit of the recreational fishery; to manage Resurrection Bay sockeye, pink, and chum stocks primarily for the benefit of the commercial fishery; to ensure that enhancement of sockeye salmon stocks in Bear Lake does not result in a net loss of coho salmon production from that system; and to conduct any commercial fishing activities with minimal conflict to the existing recreational fisheries.

In order to accomplish the intent of the Board with regard to the early return of sockeye salmon to Bear Lake, the department will implement the following restrictions for the commercial seine fishery in Resurrection Bay:

(a) commercial seining will be allowed in those waters of Resurrection Bay enclosed by a line drawn from Aialik Cape at approximately 149° 31' 24" W. longitude, 59° 42' 24" N. latitude, to a point one mile due south of Aialik Cape at approximately 149° 31' 24" W. longitude, 59° 41' 24" N. latitude, then northeast to a point one mile due south of Cape Resurrection at approximately 149° 16' 54" W. longitude, 59° 51' 24" N. latitude, then north to Cape Resurrection at approximately 149° 16' 54" W. longitude, 59° 52' 24" N. latitude (Figure 1);

(b) commercial seining will be allowed by emergency order beginning the second Monday of May, on a fishing schedule of two forty-hour fishing periods per week, from Monday 6:00 a.m. until Tuesday 10:00 p.m. and from Thursday 6:00 a.m. until Friday 10:00 p.m. Weekly fishing periods may be further modified inseason by emergency order to facilitate achievement of the Bear Lake sockeye salmon escapement goal (8,000 fish); each day Cook Inlet Aquaculture Association (CIAA) shall provide ADF&G with Bear Creek weir escapement counts;

(c) beginning the second Monday in July, the focus of management strategy for the commercial fishery in Resurrection Bay will shift from Bear Lake sockeye salmon to indigenous pink and chum salmon stocks. Therefore, commercial seining in Resurrection Bay will be further restricted by emergency order to those waters north of a line from Calisto Head at approximately 149° 27' 42" W. longitude, 59° 55' 09" N. latitude, to the Coast Guard light on the north shore of Hive Island, then to an ADF&G marker on the eastern shore of Resurrection Bay at approximately 149° 17' 54" W. longitude, 59° 53' 28" N. latitude (Figure 1), on the same weekly fishing schedule as set forth in (b) above;

(d) closed waters at the head of Resurrection Bay as set forth in 5 AAC 21.350. (g) (1) will be modified by emergency order to facilitate harvest of sockeye salmon and to promote an orderly commercial seine fishery; beginning the second Monday of May until the second Monday of July, the new closed area will include those waters northwest of a line from an ADF&G marker on the Alaska Ferry Dock to the airport aeronautical light on the north shore of Resurrection Bay at approximately 149° 24' 27" W. longitude, 60° 07' 27" N. latitude (Figure 1); beginning the second Monday in July, when management emphasis shifts from Bear Lake sockeye to pink and chum salmon, closed waters will revert back to those set forth in 5 AAC 21.350. (g) (1) (north of a line from a Department marker on the Alaska Ferry Dock to a Department marker on the southwest corner of the Alaska Freight Line Dock) in order to protect pink and chum salmon returning to head end streams;

(e) if at any time during the Resurrection Bay commercial seine fishery the department determines through sampling that an unacceptably high incidental harvest of salmon stocks designated for recreational fisheries or salmon stocks not bound for Resurrection Bay systems is occurring, fishing seasons, periods, or open areas set forth in this plan may be altered or modified to reduce or eliminate this incidental harvest;

(f) until such time as CIAA develops revenue goals for sockeye salmon returning to Bear Lake, all sockeye in excess of the escapement goal will be targeted for harvest, and management measures will be implemented to pursue this objective;

(g) as the department collects data on this new developing fishery in Resurrection Bay, the policies and objectives set forth herein may be changed and updated to reflect new information relevant to the sound management of all salmon stocks affected by the fishery and to minimize conflicts with existing recreational fisheries.

PORT DICK SALMON MANAGEMENT PLAN

Recognizing that mixed-stock and mixed-species salmon returns to the Port Dick area in the Outer District of Lower Cook Inlet create difficulties in managing commercial seine harvests for high quality, marketable fish while still permitting adequate spawning escapements, ADF&G and CISA have jointly developed a management plan to address these issues. The potential overharvest of chum salmon returning to northshore and head end streams is of particular concern, and measures to insure protection of these stocks will be implemented inseason when necessary.

Acknowledging industry desire to harvest returning fish before their market value is reduced as a result of freshwater-marking, the Department will implement the following measures in the Port Dick commercial seine fishery:

(1) seining will be allowed by emergency order only in those waters of the Port Dick Subdistrict east of a line from a department marker on the south shore of Port Dick near Phillipino Cove at approximately 151° 06' 00" W. longitude, 59° 15' 20" N. latitude, to a department marker on the southwest shore of Taylor Bay at approximately 151° 05' 00" W. longitude, 59° 16' 12" N. latitude (Figure 2), beginning the second Monday in July, on a schedule of two forty-hour fishing periods per week, from Monday 6:00 a.m. until Tuesday 10:00 p.m. and from Thursday 6:00 a.m. until Friday 10:00 p.m.;

(2) ADF&G will monitor the commercial salmon catches and escapements to determine run timing and strength of the returns to the Port Dick area; additional open waters and fishing periods west of the line described in (1) above will be established by emergency order when an identifiable surplus of fish occurs;

(3) if at any time during the Port Dick commercial seine fishery the department determines through sampling that an unacceptably high incidental harvest of salmon stocks not bound for Port Dick systems is occurring, the fishing seasons, periods, or open areas set forth in this plan may be modified to reduce or eliminate this incidental harvest;

(4) ADF&G will continue to compile data on the Port Dick seine fishery with the intent of changing and updating the policies and objectives set forth herein to reflect new information relevant to the sound management of all salmon stocks affected by the commercial fishery.

The Lower Cook Inlet Salmon Management Plans for Resurrection Bay and Port Dick are approved.

Authorized Representative, Cook Inlet
Seiners Association

Date

Kelly Hepler
Resurrection Bay Fisheries Biologist,
ADF&G, Division of Sport Fish

Date

Wesley Bucher
LCI Area Finfish Biologist, ADF&G,
Division of Commercial Fisheries

Date

James Brady
Regional Biologist, ADF&G,
Division of Commercial Fisheries

Date

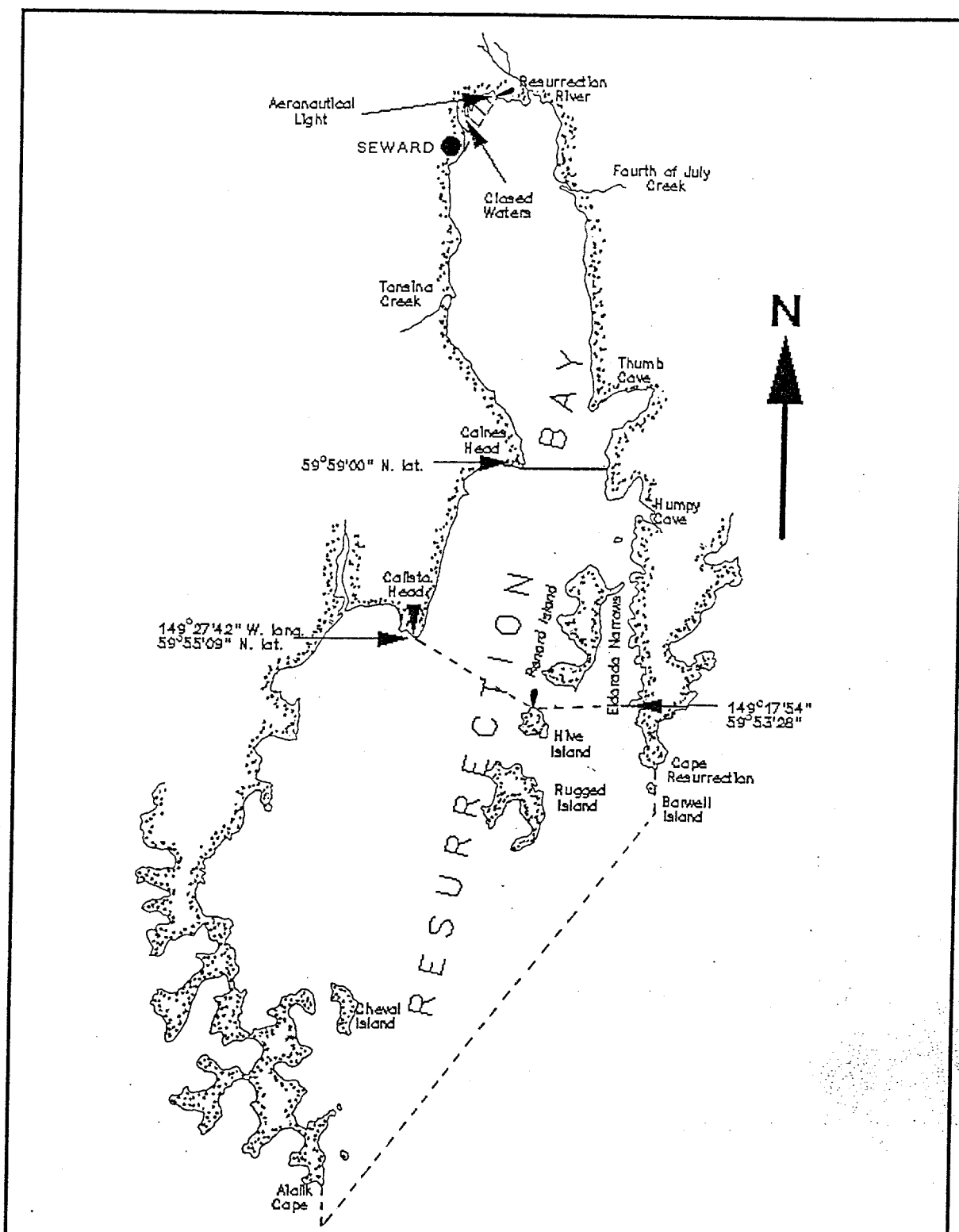


Figure 1. Resurrection Bay in the Eastern District of Lower Cook Inlet, showing restrictions in the commercial seine fishery.

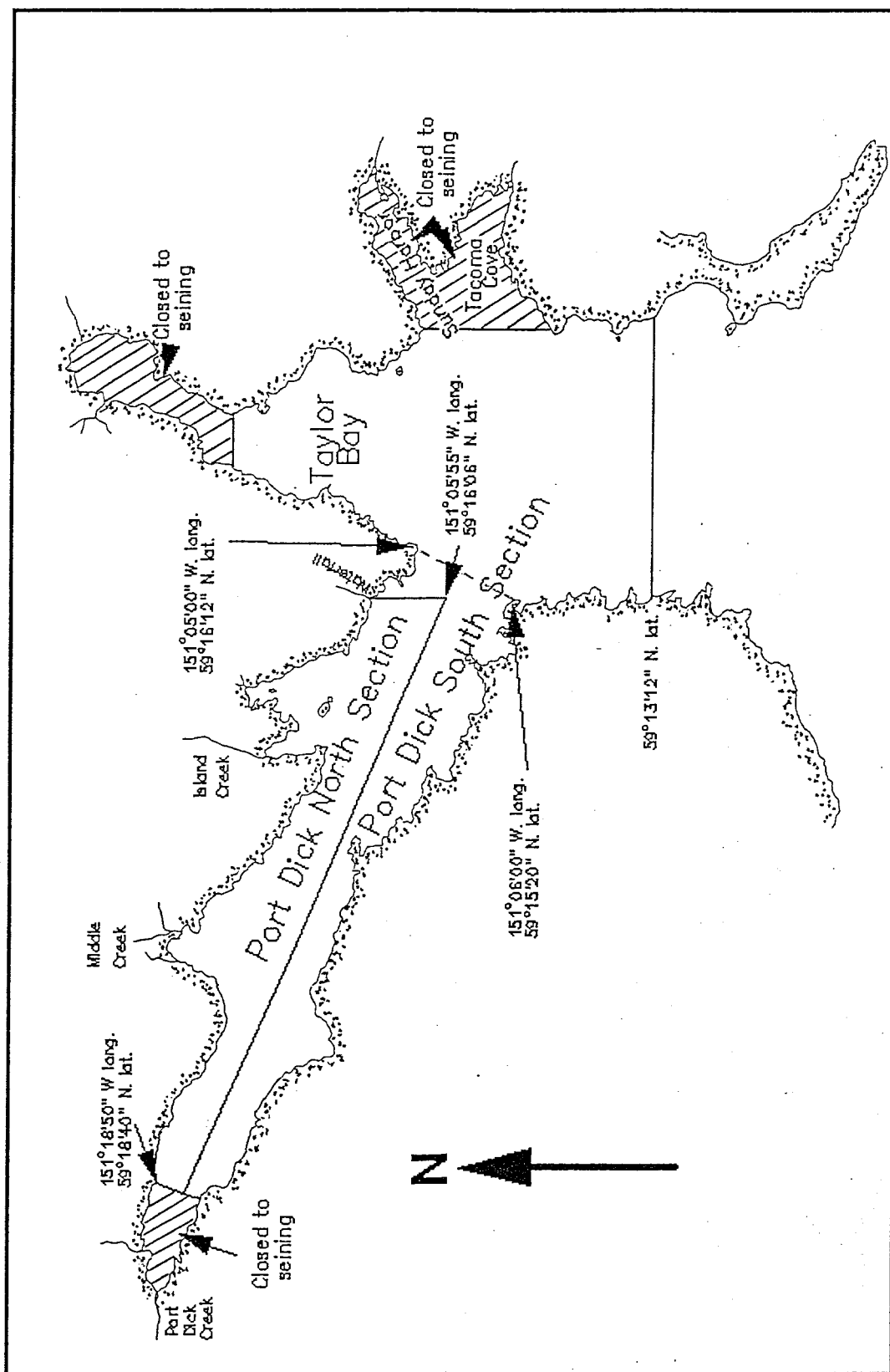


Figure 2. Port Dick Subdistrict in the Outer District of Lower Cook Inlet, showing restrictions in the commercial seine fishery.

5 AAC 21.375. BEAR LAKE MANAGEMENT PLAN. (a) Any restrictions, in board policies dated before the effective date of this section, on the maximum number of indigenous Bear Lake sockeye salmon spawners are rescinded. The department shall establish an escapement goal for Bear Lake sockeye salmon stocks and shall manage all contributing fisheries to meet this goal.

(b) Enhancement activities related to either indegenous Bear Lake sockeye salmon stocks or transplanted sockeye salmon stocks must consider the impact on continuing enhancement of Bear Lake coho salmon. It is the intent of the Board of Fisheries that

(1) any enhancement of sockeye salmon must not cause a net loss of coho production from Bear Lake;

(2) any enhancement of sockeye salmon in Bear Lake must maintain the early run timing of the indigenous stocks;

(3) the prime objective of any Bear Lake sockeye salmon enhancement must be to provide the opportunity for a commercially viable sockeye salmon fishery prosecuted with minimal conflict with the recreational fishery.

5 AAC 21.376. RESURRECTION BAY SALMON MANAGEMENT PLAN. (a) Since the beginning of significant commercial harvests of pink and chum salmon in Resurrection Bay, there have been some conflicts between recreational and commercial fishermen. The issues are the protection of coho and chinook salmon for the recreational fishery and the management of surplus pink and chum salmon stocks in a manner that provides for a commercial fishery while minimizing the incidental catch of coho and chinook salmon.

(b) The department shall, by emergency order

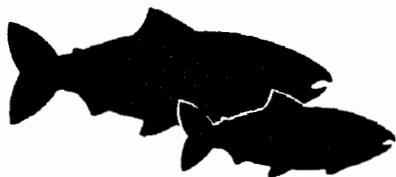
(1) manage Resurrection Bay coho and chinook salmon stocks exclusively for recreational use;

(2) manage indigenous pink and chum stocks primarily for commercial use, insofar as that harvest does not interfere in time or area with the recreational fishery;

(3) manage the commercial fishery in Resurrection Bay in a manner that does not interfere with the recreational fishery.

ALASKA DEPARTMENT OF FISH AND GAME COMMERCIAL FISHERIES

NEWS RELEASE



*Carl L. Rosier
Commissioner*

*Denby Lloyd, Director
Division of Commercial Fisheries
Juneau*



Contact:

Wes Bucher, Lee Hammarstrom
Finfish Management Biologists
Div. of Commercial Fisheries
Telephone 235-8191

Herring Announcement No. 01
Issued at Homer, Alaska
Monday, January 6, 1992

1992 LOWER COOK INLET HERRING FISHERY INFORMATION

This notice is intended to provide essential information for fishermen and processors as they prepare for the 1992 herring season. Lower Cook Inlet herring are managed as three independent sac roe fishery units: 1) Kamishak Bay District; 2) Southern District, which includes Kachemak Bay; and 3) Outer/Eastern Districts, on the Gulf of Alaska (Figures 1 and 2). Management strategies for Lower Cook Inlet sac roe fisheries are designed to provide for an optimum sustained yield and continued health of the resource, while affording the greatest economic benefit to fishermen and processors.

KAMISHAK BAY DISTRICT

The 1992 spawning biomass of herring in Kamishak Bay District is projected to be 16,431 tons or approximately 5% lower than the 1991 estimated biomass (Figure 3). The 1991 forecast was based on age specific estimates of (1) the 1990 escapement, (2) 1992 age composition, (3) historical mortality and recruitment trends, and (4) 1991 mean weights. An estimated 71% of the projected biomass will be 7 years or older. The 1983 and 1984 year classes that have supported the fishery in recent years are expected to represent 55% of the biomass by weight (Figure 4).

Best available data indicates a continued decline in herring abundance. Although factors responsible for this decline have yet to be identified, continuation of this trend dictates a cautious management approach. A 10% exploitation rate was again used to set the 1992 guideline harvest level.

Appendix A.4. (continued)
Page 2 of 8.

In addition to the spring sac roe fishery in Lower Cook Inlet, a food and bait fishery on Kamishak Bay herring stocks occurs in the Shelikof Straits area of the Kodiak Management Area. This fishery has an allocation not to exceed 2% of the Kamishak Bay herring total biomass as estimated by aerial survey following the spring sac roe fishery.

Based on the 1992 projected return of 16,431 tons, a surplus of approximately 1,643 tons would be available for harvest at the 10% exploitation rate. Harvest allocation in accordance with the current management plan will be as follows:

			<u>Tons</u>
KAMISHAK BAY SAC ROE HARVEST	(9%)		1,479
SHELIKOF STRAITS FOOD & BAIT	(1%)		164
TOTAL ALLOWABLE HARVEST	(10%)		1,643

A very conservative approach will be taken with regard to any harvest of young, newly recruited herring since these fish will provide future spawning stock and contribute to future harvests. No fishery on young (age 3-4) fish will be considered unless this recruit population exceeds 40-50% of the observed biomass. Unless data becomes available indicating that significant recruitment has occurred, or that an unusually large biomass has moved into the district, the Kamishak Bay sac roe harvest will not be allowed to exceed 1,479 tons.

By Board of Fisheries directive, the Kamishak Bay District herring fishery is managed with the intent of harvesting 10-20% of the available biomass, while pre-determined harvest levels were set for the other three districts in Lower Cook Inlet. Management strategy for these districts is described below.

SOUTHERN DISTRICT

Guidelines for the Southern District sac roe fishery allow a limited harvest of 150-200 tons for the purposes of obtaining age, weight, length, and roe recovery information. Sampling will be conducted in the Southern District after the Kamishak District has occurred. Management strategy will be similar to that in the Kamishak District, utilizing volunteer test boats to monitor roe recovery and age composition prior to the fishery.

No significant quantity of herring was ever documented in the Southern District during 1991, and therefore a commercial harvest did not occur.

OUTER AND EASTERN DISTRICTS

Guideline harvest levels allow 150-200 tons for each of the four management areas established in the Outer and Eastern Districts (Figure 1). These districts, like the Southern District, will not be opened to sac roe seining until after the fishery in the Kamishak Bay District is over. Fisheries in the Outer and Eastern Districts will be viewed as exploratory in nature, and will only be allowed to continue as long as high quality sac roe is being harvested. No herring bait harvest will be allowed, and catches shall be reported daily to the Homer area office.

All fishermen planning to fish in the Outer and Eastern Districts are asked to register at the Homer office prior to the fishery. Information provided at the time of registration will be used to help monitor catches and collect samples for age composition analysis. Past harvests in the Outer and Eastern Districts have been predominantly age 3 herring. It is possible that these juvenile fish are of Prince William Sound origin. Until questions about abundance and stock composition within these two districts are resolved, a conservative management approach will be necessary.

GENERAL INFORMATION

Pre-fishery monitoring of the Kamishak Bay District will begin approximately April 17 as weather and ice conditions permit. Aerial surveys will commence at that time and continue throughout the spawning season to determine relative abundance and distribution. A 24-hour telephone recording in the Homer office will report the most current information on the status of the fishery beginning April 1. Please call (907) 235-7307 for updates.

The Department anticipates considerable pre-season test fishing effort utilizing volunteer vessels and aircraft spotters to locate and follow the herring migration. Industry technicians will be asked to evaluate test fish samples for roe recovery prior to commercial fishing periods to help maximize product quality and value. Test fish samples will also be used to monitor age composition throughout the duration of the run.

As in past years, all prospective herring processors and buyers are required to register in person on the grounds or in the Homer office prior to buying any herring (5AAC 27.462). Separate

registrations will be required for each district, and a list of tenders and processing vessels planning to participate will be requested from each company.

In the Kamishak District the management staff will be aboard the Department R/V Pandalus. Announcements concerning the status of the fishery will be broadcast over VHF channel 7A as well as SSB 2512, and daily informational summary reports will be provided each evening at 6:30 p.m. on the same frequencies. Maps of the Lower Cook Inlet herring fishing districts and management areas are attached.

We wish to thank fishermen and processors for their excellent support and cooperation in managing the Lower Cook Inlet herring fisheries, and look forward to another successful season.

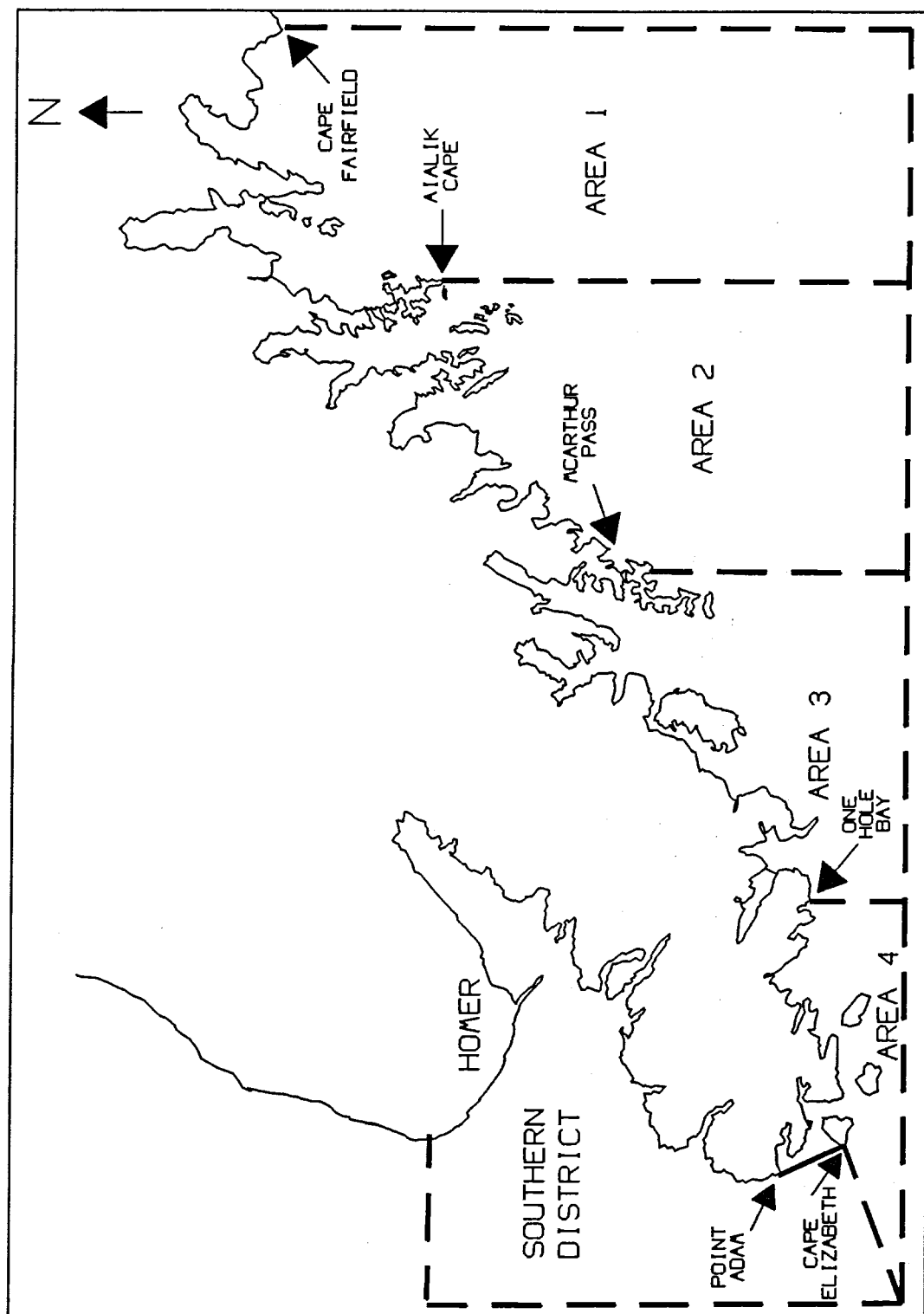


Figure 1. Herring fishing areas within the Southern, Outer, and Eastern Districts of the Lower Cook Inlet Management Area.

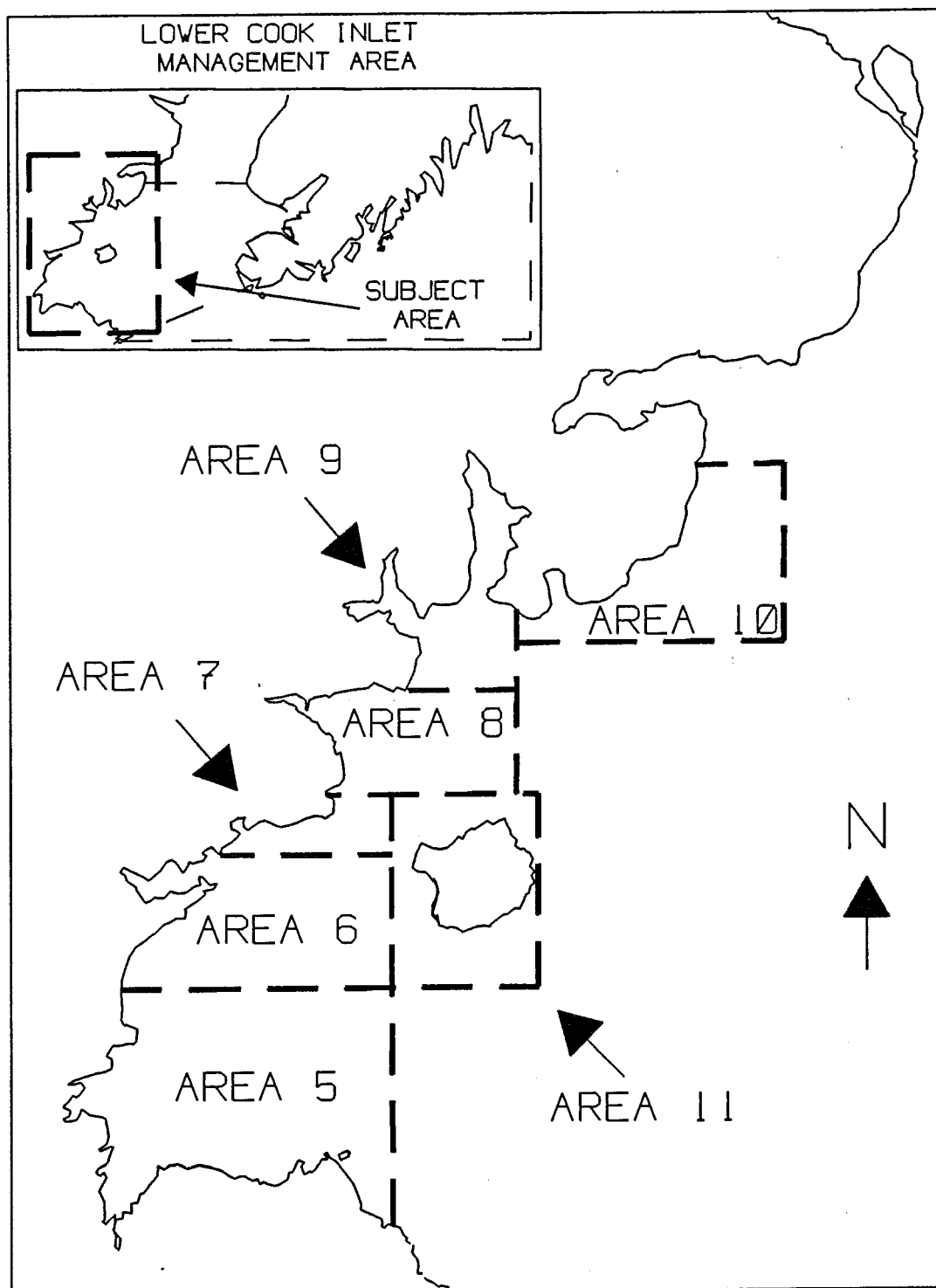


Figure 2. Herring fishing areas within the Kamishak District of the Lower Cook Inlet Management Area.

KAMISHAK BAY DISTRICT HERRING BIOMASS

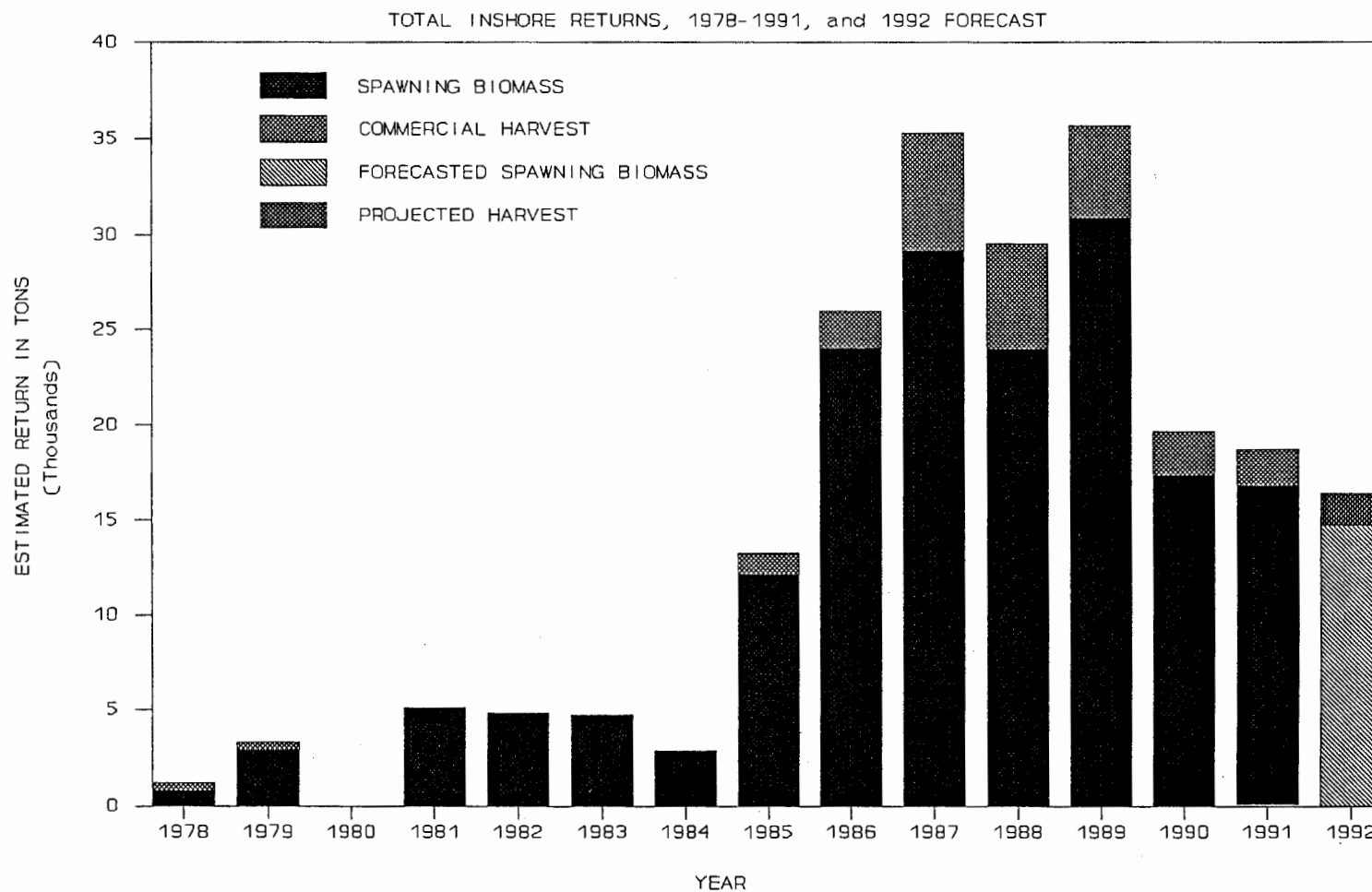


Figure 3. Kamishak Bay District herring biomass and commercial harvest, 1978-91, and 1992 forecast.

1992 Kamishak District Herring

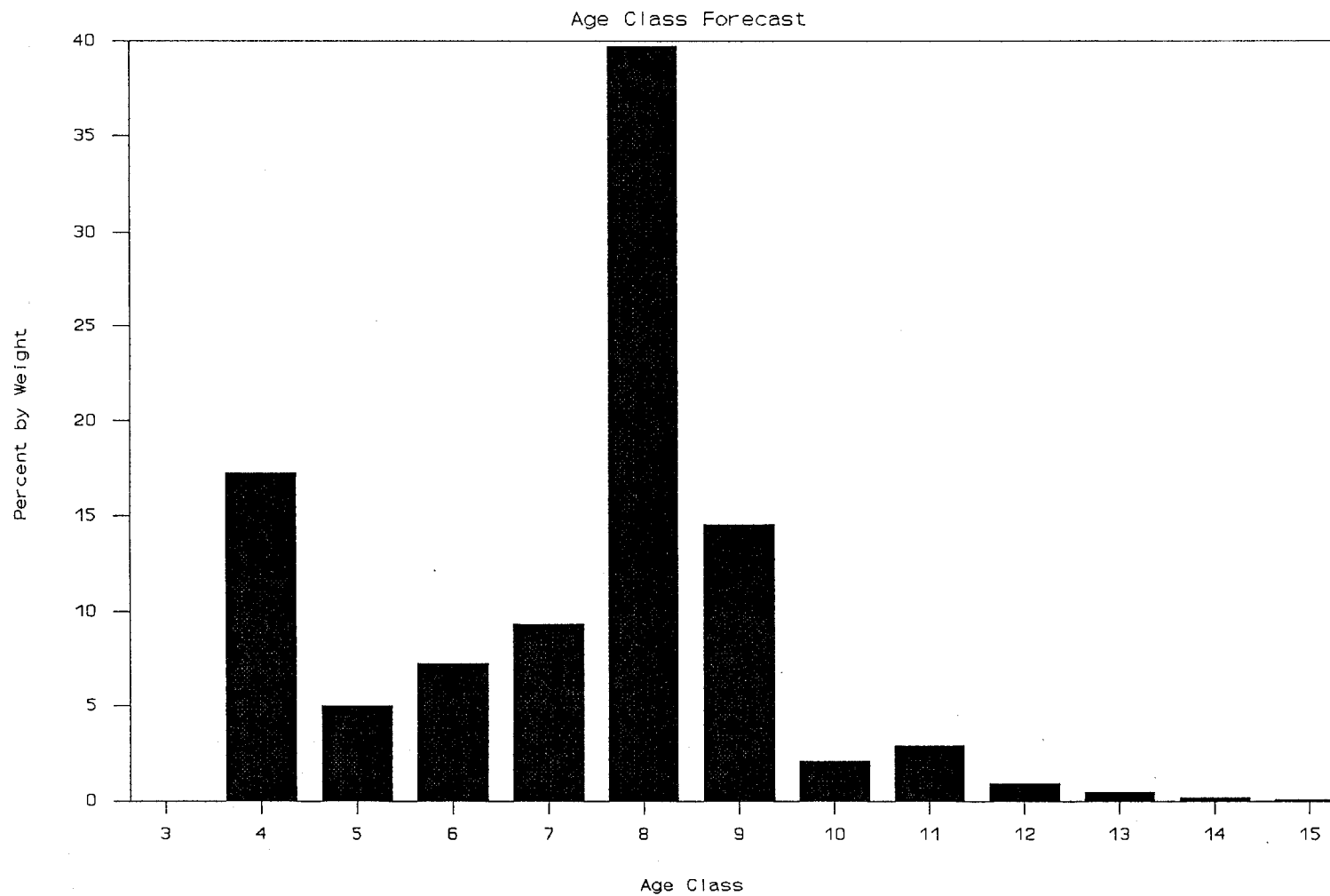


Figure 4. Projected herring age class composition in the Kamishak Bay District of the Lower Cook Inlet Management Area during 1992.

KACHEMAK BAY & FOX RIVER FLATS CRITICAL HABITAT AREAS MANAGEMENT PLAN NOVEMBER 1991

Alaska Department of Fish and Game (ADF&G) is beginning to prepare a management plan for Kachemak Bay and Fox River Flats Critical Habitat Areas. The plan will describe management goals for the critical habitat areas and their resources, and will present policies to be used in deciding what types of activities are compatible with the protection of fish and wildlife, their habitats, and public use of the areas. The planning process will include public involvement and review. When completed, the plan will guide the department's decisions and activities in the critical habitat areas for the next 10 years, with provisions for review and update.

The purpose of the plan is to provide consistent, long range direction in managing the critical habitat areas. The plan will be the result of a year-long public planning process led by the Department of Fish and Game. We begin the planning process with public meetings in Homer, Seldovia and Anchorage to identify issues that should be addressed in the plan. At the same time, department staff have been preparing a resource inventory of fish and wildlife and their habitats, public access, land use, and land ownership. The next step will be to have the planning team, composed of representatives from state, federal and local agencies with authority on critical habitat area lands to develop a draft management plan. The plan will be based on the issues identified at these meetings, the critical habitat values, the purpose for which the critical habitat areas were established and additional guidance provided in law.

Once the draft management plan is developed, it will go out for public review. Public hearings will be held to obtain public comment. The final management plan will be developed based on comments received during the draft plan public review process. The plan will be adopted by the Commissioner and the Boards of Fish and Game.

We want to hear from interested individuals and groups throughout the planning process, through letters, phone calls, or dropping by the office. For more information contact Debra Clausen, Habitat Division Alaska Department of Fish and Game, 333 Raspberry Road Anchorage, Alaska 99518 phone number 267-2285.



STATE OF ALASKA
OFFICE OF THE GOVERNOR
JUNEAU

ADMINISTRATIVE ORDER NO. 81

In furtherance of the State of Alaska's commitment to human rights and equal employment opportunity, I, Bill Sheffield, Governor of the State of Alaska, under the authority granted by Article III of the Alaska Constitution and by Alaska Statute 44.17.060, hereby order the following as the policy and guidelines for the Executive Branch of Alaska State Government on discriminatory harassment and more specifically on sexual harassment. This Order amends and supplements Administrative Order No. 75, the general policy on equal employment opportunity.

1. STATE OF POLICY

- 1.1 The Executive Branch of the State of Alaska, as an employer, will not tolerate, condone or permit any kind of harassment of employees or applicants for employment on the basis of their sex, color, race, religion, national origin, age, handicap, marital status, changes in marital status, pregnancy or parenthood. Such harassment is in direct violation of federal and State law and is inconsistent with the State's policy on equal employment opportunity.
- 1.2 Persons who knowingly engage in or instigate such harassment will be subject to disciplinary actions which may lead to suspension and discharge. Additionally, managers and supervisors who knowingly permit harassment activity to occur without further action will be subject to disciplinary action. Where such prohibited activity is perpetrated by a nonemployee, the State will take available and appropriate disciplinary action which may include, by way of example, loss of contract.

2. GENERAL PROVISIONS

- 2.1 Scope: The policy and guidelines herein apply to all agencies, employees and applicants for employment within the Executive Branch of Alaska State Government.
- 2.2 Frivolous or Malicious Accusations: Persons making frivolous or malicious accusations of harassment may be subjected to disciplinary actions.
- 2.3 Management Activities: This Order is not intended to restrict bonafide activities such as reprimands, disciplinary actions and employee performance evaluations which are clearly within the scope of a supervisor's duties and responsibilities, and which serve a legitimate management purpose.

3. DEFINITIONS

3.1 Harassment: Unwanted communication and/or conduct by a supervisor, co-worker or nonemployee in the workplace which adversely affects the employment relationship or working environment for the employee or applicant for employment and is based on the sex, race, religion, national origin, age, handicap, marital status, changes in marital status, pregnancy or parenthood of that individual. Harassment may include slurs, abusive language, threats, derogatory comments, unwelcome jokes, teasing and other such verbal or physical conduct.

3.2 Sexual Harassment: Addressed and defined by the U.S. Equal Employment Opportunity Commission in the Federal Guidelines on Discrimination Because of Sex published on November 10, 1980, and codified as 29 CFR Section 1604.11, sexual harassment is defined as follows:

(a) Harassment on the basis of sex is violation of Sec. 703 of Title VII. Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, (2) submission to or rejection of such conduct by individual is used as the basis for employment decisions affecting such individual, or (3) such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive work environment.

4. GUIDELINES FOR THE IMPLEMENTATION OF POLICY

4.1 Responsibility for Implementation:

- (a) Overall responsibility for the administration of this order is delegated to the Director of the Division of Equal Employment Opportunity.
- (b) All agency heads, managers and supervisors within the Executive Branch of State Government are responsible for taking immediate and appropriate corrective action where they have any knowledge of such prohibited practices. Such corrective actions should be taken only after consultation with the State Division of Equal Employment Opportunity.

4.2 Complaints:

- (a) Employees believing they have been subjected to harassment should contact their department or agency's Equal Employment Opportunity Representative or the State Division of Equal Employment Opportunity.
- (b) A complaint may be formally filed on the "Complaint of Discrimination Form" available through agency personnel offices and the State Division of Equal Employment Opportunity.

- (c) The Division of Equal Employment Opportunity shall develop the appropriate administrative process to resolve harassment complaints.
- (d) Any form of retaliation, reprisal or adverse action taken against an employee for complaining about, reporting, or cooperating in the investigation of such harassment is prohibited and will be dealt with severely. Such disciplinary action may include suspension and dismissal.

4.3 Dissemination of Policy:

- (a) The policy is to be posted in the form provided in Appendix A of this order on all bulletin boards and at every facility and office within each department.
- (b) It will be the responsibility of each agency head to ensure that copies of this policy are disseminated to all supervisory staff and that copies of this policy are included in all agency policy manuals and employee handbooks.

This Order takes effect October 25, 1984.

Dated at Anchorage, Alaska

October 25

Bill Sheffield

Bill Sheffield
Governor
State of Alaska

STATE OF ALASKA
EXECUTIVE BRANCH

APPENDIX A
POLICY ON DISCRIMINATORY HARASSMENT

The following policy on discriminatory harassment was issued by Governor Bill Sheffield in Administrative Order No. 81 effective October 25, 1984.

The Executive branch of the State of Alaska, as an employer, will not condone, permit or tolerate any kind of harassment of employees or applicants for employment on the basis of sex, color, race, religion, national origin, age, handicap, marital status, changes in marital status, pregnancy, or parenthood. Such harassment is in direct violation of federal and State law and is inconsistent with the State's policy on equal employment opportunity.

Persons who knowingly permit, engage in or instigate such harassment will be subject to disciplinary actions which may lead to suspension and discharge. Where such prohibited activity is perpetrated by a nonemployee, that person may be subject to prosecution, loss of contract, or other appropriate sanctions.

DEFINITION OF DISCRIMINATORY HARASSMENT

Harassment is unwanted conduct or communication by a supervisor, co-worker, or nonemployee in the work place which is based on the sex, color, race, religion, national origin, age, handicap, marital status, changes in marital status, pregnancy, or parenthood of an individual and which adversely affects the employment relationship or working environment. This includes slurs, epithets, threats, derogatory comments, unwelcome jokes, teasing and other verbal or physical conduct.

Sexual harassment has been defined by the U.S. Equal Employment Opportunity Commission as:

Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment; (2) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or (3) such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment.

FILING COMPLAINTS

Employees or applicants for employment who believe that they have been subjected to harassment should contact either the State Division of Equal Employment Opportunity, Pouch CE, Juneau, AK 99811 (telephone: 465-3570) or the agency Equal Employment Opportunity Representative listed below.

DEPARTMENT/AGENCY: _____

EEO REPRESENTATIVE: _____
Name Title

Mailing Address Telephone Number

No individual will be adversely affected for bringing any violation of this policy to the attention of management. Retaliation in any form is prohibited.

MANAGER AND SUPERVISOR

CHECKLIST

Steps to prevent sexual harassment in the workplace.

- Have you notified your employees with a written, posted policy statement that sexual harassment is illegal and will not be tolerated?
- Have you designated (or made known to employees) the person, including name and phone number, within your organization who will work with people who think they have been sexually harassed?
- Have you established (or made known to employees) the complaint procedure for dealing with problems they encounter?
- Have you talked with your subordinates about the problem of sexual harassment clearly, directly, and seriously, answering questions and spelling out what is expected of them?
- Have you established lines of communication with subordinates and made it know that you have an open door policy for sexual harassment problems?
- Have you told your employees that sexual harassment will be treated as serious, illegal employee misconduct and that harassers will be dealt with firmly?
- Are you alert to what is happening between employees; do you try to anticipate problems?
- Do you include sexual harassment awareness as part of the orientation and training of new employees?
- Do you deal with sexual harassment problems promptly, thus helping to prevent future occurrences?

It is part of each manager and supervisor's job to know his or her employees and what's going on with the group. The boss who stays in touch with employees and who makes sure that those employees communicate with him or her, is the boss who will make substantial progress in stopping and preventing sexual harassment on-the-job.²

²The Webb Report, Susan L. Webb, Premiere Publishing, Ltd., 1991